AASW

The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS

November, 1941

TO ALL MEMBERS OF THE AASW:

The Executive Committee was in session Sunday, December 7, when the news of war was flashed. We realized that was a new and decisive reason for settlement of all internal Association issues. I can pledge on behalf of the Executive Committee that it will do its utmost to present to the Board at the earliest possible moment its full report—uncolored by fear or favor—on matters which have been in its hands.

Meanwhile the AASW must represent the profession of social work in the national emergency. It must be able to draw fully on all its resources. The membership and the chapters are urged to give the Association and all its forces their unquestioning support.

KENNETH L. M. PRAY, Chairman
Executive Committee

Volume XXIII Number 1

CHANGE in the frequency of COMPASS publication has been ordered by the Executive Committee as an interim plan, pending future decisions which may be made by the National Board.

A report of a special Board committee, appointed last year to make recommendations as to future COMPASS policy, will be presented at the Board meeting after the first of the year. Margaret Rich of Pittsburgh is chairman and the other members are Eleanor Hearon of Denver and Louis Evans of Indianapolis.

The present schedule for publication of the COMPASS in 1942 includes six issues, in January, March, April, June, September and November.

DOROTHY KAHN has been granted a leave of absence from the AASW staff to assume an important post on the staff of the National Refugee Service. It was only because of exceptional circumstances that such a leave of absence was considered at a time when full staff activities are needed. Some leaves without pay were required by the Executive Committee as a budget necessity, but would have been satisfied in a different way had it not been that other budget items were also reduced for the rest of the year to the point where the full staff was unable to carry out its complete schedule of activities.

During her leave Miss Kahn will continue some of her work with the Committee on Government and Social Work and its subcommittees, and some work in Washington in connection with the Association's relation to defense and public welfare developments. Her return is awaited so that the full program may be resumed as soon as possible.

THREE regional conferences sponsored by the respective chapter groups, have met during the fall, and in each case plans for a 1942 conference have already been laid. The Southwestern conference met in Oklahoma City in September, under the chairmanship of Mrs. Irene Farnham Conrad of Southeast Texas. Mrs. Rosebud Savage of Oklahoma will be chairman of the Conference Committee for the coming year. Six chapters participated.

The Plains States Conference, oldest of the AASW regional meetings, convened in Omaha, October 24 and 25. Frank Glick, of Lincoln, Nebraska, was chairman of the Conference Committee, with Miss Mary Larson of the Iowa Chapter elected as his successor.

The Southeastern region, including chapters from Virginia to New Orleans, met in Daytona Beach, November 3 and 4. Eunice Minton of Florida was chairman. Lora Lee Pederson of Nashville will hold office during the coming year, with a committee of several members which is planning a year round follow up of interchapter exchanges in addition to its responsibility for preparation for the 1942 session.

Reports of the several conferences will be made to the chapters participating. In each, discussions this year were organized around various subjects in the national and chapter programs.

IN the general excitement about defense volunteers it would be easy to overlook the fact that the AASW office also profits by volunteer service. Since September 30, 1941, Helen Baum Lewis, a member of the Association, has been giving practically full time to the national office, abstracting government and social work material from chapter minutes.

THE Committee on Family Security of the Office of Defense, Health and Welfare Services has issued a report on "Dependency Investigations for Selective Service Boards" that may be interesting to many chapters. A limited supply is available in Washington.

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National Roster

Collaboration with the National Roster of Scientific and Specialized Personnel constitutes one of the most important projects yet undertaken by the professional associations in collaboration with each other and with the government. A report of the Professional Representation Committee for the field of social work follows. For an earlier statement about the Roster see the May, 1941, COMPASS. *At the end of its first year the Roster has catalogued 150,000 persons, representing 758,600 specialties in 46 fields and has certified 40,000 names to defense agencies. It is to be noted that registration on the Roster is purely voluntary and that the list is to be used for no purpose other than its declared one.*

One of the first efforts made by the Association to relate the profession effectively to the defense program has come to fruition in the inclusion of "Social Welfare" in the National Roster of Scientific and Specialized Personnel. In the summer of 1940 a series of discussions produced the proposal that there be established a register of qualified personnel in social work for possible use in national defense and for other purposes. The absence of such a register in our field, as in others, has been recognized as a gap that could be filled only at considerable labor and expense. The original proposal for such a register, for instance, for social work alone contemplated a minimum budget of approximately $100,000 for establishment and maintenance over a five-year period.

When the National Roster was established as a joint activity of the United States Civil Service Commission and the National Resources Planning Board, it was concluded that this might serve our purposes, at least in part. Representations made to the Roster concerning the scope and content of social work were followed in the fall of 1940 by a request that the Association propose a "professional representation committee" to advise the Roster, prepare a check list for the field and arrange for the best possible coverage of the qualified personnel in social work without flooding the Roster with an unmanageable number of names.

The AASW approached the other professional associations—the American Association of Medical Social Workers, the American Association of Psychiatric Social Workers, and the American Association of Schools of Social Work. Each of these organizations designated a person to represent it on the professional representation committee. Other persons were added to give advice on parts of the social work field supposedly underrepresented in the membership of the professional associations and among the graduates of the schools of social work. The committee as finally designated by the National Roster included: Dorothy C. Kahn, chairman (AASW); Mrs. Mary Van Hyning (AAPSW), Ruth Wadman (AAMSW), Marion Hathway (AASSW), and Fred Hoehler, Ralph Hurlin and Grace Coyle. Elizabeth Cosgrove acted as liaison with the Roster office, and the Bureau of Public Assistance of the Social Security Board provided stenotype service for meetings of the committee, usually held in conjunction with meetings of the Subcommittee on Personnel of the Family Security Committee, of which most of the same persons were members. Representatives of federal agencies rendered invaluable advisory service.

The committee faced three tasks of equal importance and difficulty: (1) to prepare a check list of occupations that would cover the field and reveal the talents of its practitioners when coded in the Roster files; (2) to cover the best qualified personnel within the limit of approximately 15,000 names, and (3) to clear these names in advance of circularization by the Roster to eliminate duplicates.

The first of these tasks was promptly assigned to Ralph Hurlin of the Department of Statistics of the Russell Sage Foundation, who had already rendered yeoman service in a similar capacity as chairman of the AASW Commitee on the Census, in preparing the list of occupations for the 1940 U. S. Census. After consultation and correspondence with other members of the committee, official agencies, and a large number of other persons, the check list headed "Social Welfare" was finally adopted, substantially without change by the Roster. (Since every member of the professional associations received this direct from the Roster it is not duplicated here.)

The second task, to determine who should be included, was one which could not be performed with equal satisfaction to the committee. If the Roster had not been willing to include so large a number from our field, it would have been an impossible undertaking because there exists no more reliable index of qualified personnel than that which was finally used; namely, the overall membership of the professional associations plus

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the graduates of the schools of social work. But no such index existed in any one place and it was known that there was duplication among memberships.

At the request of the committee each association was asked to supply a list of its members and the AASSW was requested to secure lists of graduates from the schools. All of the associations responded and thirty-two schools sent in lists. In addition Grace Coyle, as a member of the committee, undertook to secure from national group work agencies selected lists of qualified persons who were possibly not members of any professional association nor graduates of any school, and Fred Hoehler undertook a similar assignment in public welfare, as did Ruth Wadman for medical social work.

At one point it looked as if the project might have to be abandoned. The Roster, confronted with limited funds and facilities, inquired whether it would be possible to reduce the agreed number to be covered from 15,000 to 5,000. The committee considered the problem and concluded that it would have no basis on which to make a selection, other than the one it had employed, and could not take responsibility for reducing the list. Conferences with Dr. Leonard Carmichael, Director, and Mr. James C. O'Brien, Executive Officer of the Roster, renewed the agreement to cover the group as originally planned. When the overall list of names was found to reach nearer 18,000 than 15,000, the Roster very generously agreed to cover them all.

The clerical task was enormous. Since the largest single list was the membership of the AASW, it was used as the master list; all others were checked against it and against each other. To date it has required 510 man hours of work, 314 of which were supplied by the Social Security Board and 90 by the NYA, the balance by the AASW clerical staff (time spent in preparing lists for clearence in the offices of the various other organizations is not included). Since no two of the lists were in the same form (some on cards, some on stencils, etc.) and since the need for speed and the absence of any funds for the purpose precluded preparing a master alphabetical list, there is no doubt that errors were made in weeding out duplicates, where names appeared on two or more lists, but it is unlikely that any name on any list was skipped. In all, 17,321 franked Roster envelopes were addressed and shipped to Washington, where copies of the questionnaire and check list were inserted, and mailed. Mailing was staggered and began about September 25. The latest number of returns to be received in Washington were 7,569.

These returns will be coded and filed for the use of defense agencies as and when personnel is needed. There have been occasions where the list might have been used, had it been available earlier, but congestion in government printing caused an unavoidable delay. It will be of inestimable value from now on. Persons who filed a return are urged *not* to write the Roster to follow up their questionnaires. The Roster files are to be used by defense agencies but the Roster takes no responsibility for placing persons interested in working on defense programs. Such inquiries would only bog down the Roster office and impede progress in coding and making available the returns.

Not the least of the values of this undertaking may be found in the tabulations of data to be made from the returns. While the individual returns are to be kept strictly confidential, the coding process makes possible the eventual compilation of data about social workers which has never before been available. The committee is preparing now to submit to the Roster proposals concerning information that it is desirable to obtain. Subsequent reports on these data will be made, as occasion arises, and there will be reports on uses made of the social work returns and other developments.

Social Work Measures to the Fore

Defense needs as well as planning for post war needs have brought some major issues in the nation's social welfare program into discussion in the Capitol. Industrial activity is going to be a continuing threat to proper attention to the welfare programs and to adequate appropriations, but several important parts of the government establishment are insisting that the social problems which underlie both present efforts and future changes must be kept in the foreground.

Three major parts of the nation's welfare program are up for attention: grants-in-aid for general assistance, work programs, and extension of coverage of the social security measures. As these are three of the principal provisions which social workers have advocated, and which have been accented for several years in the AASW platform, there are many opportunities open now for active support of important legislative moves.

Grants-in-aid for general assistance, as an

additional social security provision in relation to state programs, now have almost unanimous support as a basic necessity in a national program of services, among the administrators of the state agencies, as well as of the social workers and their organizations. The Social Security Board, in its report, has called attention to the need for such a provision. The Committee on Family Security of the Federal Security Agency has advocated adoption of a general assistance program and has prepared a brief of supporting data including excerpts from statements of a number of organizations. The Tolan Committee report has pointed out the need of such grants-in-aid as a means of providing for those without residence requirements.

Plans and appropriations for the WPA and other work programs will be part of the necessary provisions for the immediate future. For longer planning, vast work projects to be available for periods of demobilization or other unemployment crises are under study. A bill, embodying principles of work programs similar to those long advocated by the AASW has been introduced by Senator Thomas of Utah (S. 1833). It provides that "the Commissioner may employ on projects . . . any person who is employable who is unemployed and who is unable to find suitable private employment for which he is reasonably fitted by training and experience at wages not less than the prevailing rate of wages in his locality. The Commissioner may accept the certification of public employment offices as to eligibility of persons for employment under this Act." There are various provisions which mark this as a liberal employment bill, with work-relief aspects eliminated.

Strong backing for social security extension to many millions of wage earners not now covered, has been given by President Roosevelt, and this is another provision which the AASW platform has advocated. The President's message listed several categories which would add great numbers of wage earners, and included in his recommendation for extension categories of public employes and employes of the non-profit agencies now exempted.

The Association's platform, amended from time to time but representing repeated assertions on behalf of the membership, enables the Board, committee, and staff to support by any available methods, the policies which the platform endorses and legislative proposals or other moves that are made which embody those principles.

TRENDS IN PLACEMENT

The Social Work Vocational Bureau reports an increase in the demand for qualified social case workers, due in part no doubt to the drawing off of personnel from local private and public agencies for the urgent requirements of agencies concerned with National Defense Program activities such as the American Red Cross and the USO as well as various federal departments. This drawing off of professional personnel—case workers, supervisors and executives—from agencies in all parts of the country in turn is reflected in their needs for replacements as well as additional staff for services concerned with local defense activities. This increased demand for workers comes from public departments as well as private agencies—for caseworkers and supervisors in family and child welfare agencies, medical social service departments, child guidance clinics and other organizations employing social workers with case work equipment. The situation requires the services of all qualified social workers who may be available. While agencies stress preference for personnel with two years of graduate training, they consider workers who have had one year of such training in an accredited school of social work. With the increased emphasis in both public and private agencies upon professional training, the shortage of qualified workers has become more marked.

During the first year of its operation, the Bureau received notices of over 900 openings for family and child welfare workers, including case workers and supervisors, medical and psychiatric social workers, council executives and assistants, teachers, research workers, placement secretaries in volunteer bureaus, vocational counsellors with case work training and personnel for executives and administrative positions such as field representatives in local and national agencies. These openings were scattered over the entire United States, including Hawaii and Alaska. The advantage of a national placement service is indicated by the fact that in sixty per cent of the positions filled by the Social Work Vocational Bureau during this first year the agencies selected persons who lived outside the state, sometimes many states away. This percentage also indicates the mobility of social workers.

The Social Work Vocational Bureau, organized by a Planning Committee of representatives of national organizations, provides placement and counselling service in the social case work field and is located at 122

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Recommended Social Agency Policies About Social Work Selectees

THE following report of the Subcommittee on Social Work Selectees has been approved by the Committee on Government and Social Work and the Committee on Personnel Practices, and is recorded here in full for the use of the membership. The committee consists of Margaret Conant; Frederick I. Daniels; Richard Gould; Lowell Iberg; Anna King; Russell Kurtz; Aubrey Mallach; Fred Hoehler, Consultant; David Holbrook, Consultant; Helen Crosby, Chairman.

It should be noted that since no general ruling has been made by the Selective Service Administration regarding social workers or social work students, representations to local draft boards in individual cases should be based on the considerations which animated the committee, and should be supported by local data about the social work situation. The committee would be glad to be kept informed of the experience of members in this matter.

I. Deferment of Employed Social Workers

We believe that any blanket deferment of employed social workers is not essential at this time to the development of the total national defense.

We believe that social agencies should not claim deferment for individual staff members except as such claims can be specifically supported by facts concerning the difficulty of replacing that particular worker for that particular job.

We make these recommendations for restricted individual deferment after taking into consideration the increasing drain of social workers from normal social welfare programs both to assist in the expansion of related social services and to direct these services developing out of defense activities. Certain individuals, by virtue of training and experience, will be essential to maintain important existing services, and requests for deferment in these cases may be justified, but each such request should be scrutinized with care.

II. Deferment of Students in Schools of Social Work

We recommend that support be given to the requests for deferment from present students of accredited professional schools of social work until the full work for their degree has been completed.

III. Social Agency Practice in Regard to Employees Selected for Military Training

In developing their employment practices for employees who are drafted we recommend that social agencies incorporate the following provisions in addition to those required by the Selective Service Act.*

A. Any provisions so offered shall extend over the entire period of service and training and not be limited to one year.

B. At the beginning of the period of military service the agency shall pay to the employee an amount equivalent to any vacation earned but not taken.

C. During the leave of absence, any group insurance or annuity policies shall be maintained by the agency, and during the employee's absence no contribution shall be required from him.

D. The period in military service shall not be considered a break in the continuous service of the reinstated employee.

E. There shall be no distinction between voluntary and compulsory military service.

F. The status of employees engaged to perform the work of the person entering military service shall be clearly stated and understood by both employer and prospective employee at the time of employment. If the employment is on a temporary basis it shall be clearly understood and the privileges pertaining to temporary status outlined.

G. We believe that the supplementation of the salary of drafted men is primarily a government obligation, and urge that it be met by an increase in

* *Foot note:*
The Selective Service Act provides for the restoration of any person inducted for training and service to his former position or to a position of like seniority status and pay, under the following conditions:

If he is physically and mentally capable of returning to his position.
If the position he has left was not a temporary one.
If he makes application for re-employment within 40 days after he is discharged from training and service.
Unless, in the case of a private employer, the employer's circumstances have so changed as to make it impossible or unreasonable to do so.

The Act also provides that he shall be entitled to insurance or other benefits according to established rules relating to employees on furlough or leave of absence. Also that he shall not be discharged from such position without cause within one year after such restoration.

their rate of pay. Pending the assumption of this responsibility by the government, we urge that the military salary of drafted employees shall be supplemented by the agency during the employee's term of service as adequately as the agency budget makes possible and subject to necessary legal provisions in public agencies.

The drastic reduction in the employee's income upon being drafted will in many cases leave him unable to meet continuing obligations incurred on the basis of his previous salary. Supplementation of military income by employers has already taken place partly in recognition of this need and also out of a desire to further the selectee's well-being, and so as to participate more closely in the defense program. Legislative proposals for easing debt payments may be enacted, and such legislation may affect the necessity for this recommendation, as would passage of a proposal to raise the pay of the military forces.

H. Watchful precautions shall be taken against pressure that may be brought to bear on social agencies to take advantage of this defense situation (1) to reduce service to clients; (2) to throw extra burdens on the remaining staff to keep service running; (3) to make unwarranted budget savings.

IV. Employment of Men of Draft Age

We recommend that social agencies do not discriminate against applicants of draft age in selecting personnel. We recommend rather that they continue to employ on the basis of fitness for the job and make necessary adaptations on a pro rata basis of the employment policies herein recommended.

Appointment of Leona Massoth

Leona Massoth became executive secretary of the American Association of Schools of Social Work on November 1 for an eight months' period. Miss Massoth is on leave from Indiana University where she has been Assistant Professor in the Training Course for Social Work since 1934. Miss Massoth succeeds Marion Hathway. The office of the Association will continue at the University of Pittsburgh.

Welfare Consultant in Surplus Marketing Administration

The Surplus Marketing Administration now has welfare consultants in two of its four regions. The Southern region, with headquarters in Dallas, including the states from Texas to Florida and Kentucky and Virginia, has three welfare consultants. They are Miss Margaret Woll, Mrs. Zuleika Hicks and Gaynell Hawkins. The New England and Middle Atlantic States region, with headquarters in Philadelphia, is staffed by Miss Agnes Lawlor and her assistant, Miss Eis.

These persons have no administrative responsibility but act as technical consultants. Their work might be described in part as follows:

1. To interpret welfare and social work matters to SMA people.
2. To interpret SMA policies and procedures to public and private welfare groups and to professional social work personnel (for instance, they would probably be available to speak at various AASW chapter meetings).
3. To help devise methods and procedures which will fit SMA requirements into the going programs and methods of welfare agencies.
4. To carry on a broad program of liaison and interpretation and keep in personal touch with individuals and groups in the broad welfare field in order that we may keep abreast of welfare and social work developments.

Chapter committees or others interested in Surplus Marketing Administration problems may wish to consult these staff persons.

IN the Nebraska chapter, considerable attention has been given this last year to study of the merit system. Last spring a chapter meeting was devoted to a discussion with the supervisor and council of the merit system office. All members of the chapter were given an opportunity to submit ahead of time questions arising from their experience with the merit system which they wished to have discussed. In June a questionnaire was issued to members asking for information about the nature of their experience with the Nebraska Merit System or with merit systems in other states and requesting specific suggestions for revision or modification of the Nebraska System. The returns are to be compiled as a basis for the chapter's further study and action.

The Outlook for the AASW

By Aileen Kennedy Maccracken

THE address reproduced below was given by Mrs. Maccracken at the annual meeting of the Ohio Council in October. Mrs. Maccracken is a member of the National Board and also of its Executive Committee.

Everyone is familiar with the difficulties that are engaging the attention of the national staff and the national Executive Committee at present. All I want to say about it is that this whole episode is a functional illness and the Association is not dead or dying. Today I want to consider the future of the AASW, and I choose to do this by talking of the past. If the record of the AASW is viewed in its true perspective, and without the bias and the emotion that many project into AASW affairs, one will see a series of achievements and creditable accomplishments. Because of this past, I am optimistic about the future. The AASW was not built on a land fill. The AASW is the realization of a vision that a few pioneers in social work had twenty years ago when they met as a small club in New York City and began building for a new profession and a professional organization. Not only does the past of the AASW point to an encouraging future, despite occasional retrogression and internal upheaval, but also do the parallel experiences in older professional organizations, now powerful and influential, lend encouragement to our hopes for more achievement and less turbulence in AASW.

I have recently inquired into the development of such organizations as the American Medical Association, American Bar Association, National Education Association, and American Library Association, and they too have had trouble, division, and threats in their history. Lest I be misunderstood at the outset, I wish to make it clear that I do not hold any organization to be a model that AASW should follow. The Bar Association had structural changes and difficulties up until 1936 when it was organized as a federated bar. In the history of the teachers' organization there is emphasis placed upon the need to eliminate petty politics. With the teachers the national organization seems to be more important than the local, and in this profession there is the problem of effective integration of many teachers' organizations. The forerunner of the NEA was organized in 1857 and there was an organization of teachers as early as 1830. Compare one hundred ten years of efforts to achieve effective organization with the twenty years of the AASW, and we need not be too discouraged because the social workers' organization is still in the growing pains stage.

The AMA provides an interesting comparison with AASW because its motivation for organization in 1847 was a concern for an improved medical education. Garrison in his "Introduction to the History of Medicine" comments that "the first fifty years in the AMA were confined to discussion rather than accomplishment." For even the most disparaging of AASW members this ought to be comforting. The AMA has a program which originally was concerned with discussion of education, and then with problems of ethics, and now with the direction of public opinion in regard to public hygiene and medical education, and there is a marked parallel, it seems to me, in the similarity of its aims in the medical field and those of our organization in social work. One needs to remember that the AMA has had nearly a seventy-five year start in its programs, whereas in social work we have in twenty years been developing, in fact creating, a profession, a body of practice, a content, schools, curriculum, ethics, standards, and a professional association which has contributed greatly to this development. In addition to that, our Association has more than 11,000 members, eighty-six chapters, a program (which it is true is not endorsed by everyone), research, publications, a national staff, and recognition from private and public social work, from local and federal governments, and schools, and universities.

In the AASW the program has often been slowed, suddenly switched at the will of the Delegate Conference, and too often the emphasis has been placed on the negative. There has been an indifference on the part of too many. These factors impede rather than promote a program. But despite these difficulties there are accomplishments, achievements, and encouraging gains made by the Association, and even now I have a conviction that some real advances will be made as a result of this disturbance in the national, as costly and

devastating as it is. Ironical as it is, tremendous progress that benefits humanity is made during and because of a war.

I should like to refer to a few of the outstanding achievements of the AASW during the past twenty years to help us focus on the positive aspects of our professional association. The membership requirements were an impetus for raising educational standards in schools of social work, and today there is an association of schools devoted solely to the problems of professional education and recruitment. These membership standards have infiltrated into the merit systems until there is now a complete taking over in the federal civil service system and many states and communities of the AASW standards. Their general acceptance and use is so great that this achievement like many other milestones in social work is receding into the background.

The development of personnel practices was likewise an outstanding contribution for a new profession and these principles are just coming into prominence. Increased knowledge of them, acceptance, and use of them is a real job for chapters, and should be part of your program now. Work is continuing on the study of examination methods and problems, personnel selection, job classifications, codes of ethics, professional behavior, the evaluation process, and the development of criteria for competent performance. This work is being carried on by national and chapter committees with the aid of the national staff. With a program in this one special area of such proportions there is no thought in your mind that the AASW is dying, and that it does not merit your support.

There is only one other field of activity which I want to emphasize as one of the particularly outstanding and far-reaching accomplishments of the AASW, and that is the work of the Government and Social Work Committee.

The Association's contribution to the hearings on the Costigan-LaFollette Bill is now history, for the Senate records preserve the testimony that marked a new era for the recognition of social work and social workers. This testimony and that of other social workers led to the adoption of new federal provisions and to the creation of a federal social welfare program. The AASW has formulated and promoted a set of principles on public social services, the achievement of which constitutes a portion of the program of the AASW. Plank after plank has in the last few years been incorporated into state and federal laws. The continuous adoption of current objectives in public social services brings us nearer and nearer to our ultimate objectives. Today, for example, we know that Washington is preparing for the introduction of a bill that will include general relief in the federal services, and so we may soon hope to see in a statute AASW's philosophy about general relief.

This Association was not in existence in the last war, but we find that to us at least our most fundamental and basic principle, namely, that it is the public's responsibility for social problems, serves as well when applied to those human needs arising from the defense program. Today the AASW as an organization and social workers are counselling with officials in Washington on the migration of defense workers, housing, employment, dis-employment, selective service, social services for trainees and their families, federal aid for dependents in military and naval service, and many other problems arising from war preparations. The continuance of these activities indicates and should reassure you that the AASW is a going concern, safely distant from any threat of collapse.

While this Association disturbance is going on, there is no need for any local chapter to be in a state of suspension or stagnation. I have described a few of the national activities which can provide ample stimulation for chapter programs. I wish to emphasize, however, that the AASW is so organized that each local chapter is free to have its own program and there is no limit to what your chapter can do now. You can be guided by the national program, and you can adapt and relate your activities to your locale. I happen to be one who believes in strong, active, local chapters, as well as an important and vital national organization. At this time I am convinced there is an opportunity for chapters to achieve and develop. There is leadership, there is capability, there is vision in your chapter today. Use it, don't waste it while you are waiting for the "other shoe to drop" in national affairs.

Ever keep in mind that it is a chapter's job (1) to take the initiative about social work problems, (2) to study and point out needs, (3) to create opinion, (4) to build up an acceptance of social work in the community, (5) to gain the public's attention to social workers' findings, (6) to make action effective and to be a force that is reckoned with in the community.

The record of AASW in the past, the present program, and the unprecedented oppor-

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PROGRAM ADJUSTMENTS TO BUDGET

Program adjustments due to the need to balance the Association's budget for the current year have presented difficult problems to the Executive Committee, since last summer.

The Executive Committee and the National Board were, of course, aware that the proposal for a 50 cent assessment might be rejected, and were prepared to adjust activities of the Association to the decision made by the Conference. Enlargement of the Executive Committee after the Conference, additions to its assignment, and the necessity for more meetings, increased costs heavily. Another unforeseen factor which had to be considered was a dropping off in dues payments following the Conference.

This latter factor, not accurately predictable from month to month, has led to the reduction of the Executive Committee's estimates of income for 1941, from $69,058 to $65,545.

The Committee had to make adjustments which would cover (1) the amount anticipated from the assessment, but voted down; (2) the amount of extra cost of the Executive Committee; and (3) the $3,500 reduction which developed in the Association's income. This drop in dues payments had not been foreseen, as, until June 1, the payments had been received at a higher rate than anticipated.

Among the budget decisions necessary to meet these emergent necessities were:

> Reduction of size and number of COMPASS issues. At one time doubt was entertained as to the publication of any issues between August and January. The present issue was found possible within the amount allowed for the purpose.
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> Reduction of field work of the staff to a minimum, practically eliminating field service. For the first time staff was unable to be present at regional conferences, or make field trips during the period. The funds available were reserved for the staff services required by the Executive Committee.
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> Practical elimination of provision for national committee meetings other than the Executive Committee for the last half of 1941. Meetings of some of the membership subcommittees were provided for, and a few committee meetings have been held without incurring expense.
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> As a last resort the Executive Committee found it necessary to request $1,200 savings in the salary item, to be obtained by staff leaves without pay.

At its last meeting, the Committee discovered that income had dropped even more than had been anticipated. The Committee took advantage of small amounts saved in a few budget items through necessary curtailment of regular staff services, but in order to insure a large enough saving requested the president to postpone the meeting of the National Board, ordinarily held in the fall, until after the first of the year.

Other troublesome aspects of the financial problem will be on the Committee's calendar, as plans and estimates for the 1942 budget are considered. The Financial Advisory Committee, of which James Brunot, treasurer, is chairman, has been requested to present estimates and recommendations for the Committee's consideration.

THE Utah chapter, through its Committee on State Welfare Problems, has adopted a statement of "Principles in the Administration of a Public Welfare Program" which covers the following subjects: interpretation and board leadership, personnel, integration of the program, categorical assistance, medical care, care of the handicapped, state subsidies, preparation for social work, and the confidential nature of records. Six hundred copies of the statement have been distributed to both social workers and interested non-social work groups. The statement has been discussed with the president of the State Senate, president of the State Welfare Board, the Governor, as well as with others. Anyone interested in this activity of the chapter should communicate with the chairman of the chapter, Mrs. Pauline Sinclair, 875 LeGrand St., Salt Lake City, Utah.

IN working out a plan for study of social work ethics, the Washington State chapter decided to find out about ethics of other professions and therefore planned a chapter meeting at which members of the legal, educational and medical professions were asked to speak, focusing on the following questions which had been defined in advance:

1. Does the medical (legal, education) profession have a formal code of ethics?
2. How did the code of ethics evolve?
3. What are its major points or concepts?
4. How much does the code affect present professional practice in terms of the profession, the patient, or the public welfare?
5. How is the code enforced?
6. Do you believe social work should evolve a comparable code?
7. Do you believe that members of your professional association would be willing to serve with members of the American Association of Social Workers in an effort to evolve a professional code for social work?

After Eight Months—A Statement by the Executive Secretary

IT IS more than eight months since the National Board undertook a study of the management and operations of the Association. The study was decided on because the president made charges against the executive secretary with the implication that the wishes of the managing Board and of the membership were thwarted, and that efforts to improve and develop the Association by orderly means were being blocked. The Executive Committee has done everything possible to speed its work on this difficult assignment but its progress has been complicated by actions of the Delegate Conference and its schedule has been interrupted frequently by other Association business. The lapse of time, though unavoidable, is having serious consequences for the Association.

The staff know that the members are entitled to the objective judgment of the Executive Committee study on charges which concern us. We realize that the members have no more reason to accept our opinions on our own competence or integrity than they have to believe that the charges are true. In almost any other situation accusations of this kind would have evoked answers from the accused. In this case the staff has relied on the Executive Committee study to reveal the answers to the membership. The passage of time prejudices our position but we realize that the Executive Committee must allow every opportunity for support of the charges as well as a full hearing of all the evidence we have to present.

The accusations against the executive secretary were not against him alone; they involve also the validity of the policies, program and activities of the Association and thus attack the whole investment of the membership in the organization. This has created a particularly confusing situation because the two kinds of accusations were closely intermingled and yet should have had different treatment. While the staff needed to keep silent on those accusations which had personal implications, the Association should have the full use of its staff in clearing up in the most open and public way all questions regarding the policies, program and activities of the Association and in combating with all the Association's force anything which sought to undermine the confidence of the membership.

The lapse of time makes it more necessary that some things be laid before the membership, even though I must leave it to the Executive Committee completely to report its findings as to the charges against me.

First: The membership is entitled to know that while making no public response to charges, the staff have made answers to the Executive Committee. A prolonged silence under accusation is not customary and could be misunderstood in many ways. It could contribute to any suspicion which may exist that the things which were charged were true. The National Board recognized that deterioration could take place in the whole situation while a study was in process, and attempted to meet that by voting its full support of the program and the staff during the interval. There is plenty of indication from various sources, however, that some members of the Association have jumped to conclusions without waiting for the results of the study and want their conclusions to be the basis of future action. It is fair to them and to others to know that the Executive Committee has before it much more than the one side which the membership has heard.

Second: The membership is entitled to know that the executive secretary and the staff earnestly desire a full report from the Executive Committee on the charges which have been made, and want that report to reach everyone who has heard or read the charges or who has learned that charges exist. We have our own stake in a report about these charges by the Executive Committee. But there is a more immediate and urgent question to be answered for the membership—because it is obvious that full support and confidence in policies, program, and operations of the Association cannot be sustained as things are and that active and responsible members are muffled until they know whether or not the things they value and wish to promote are covering up some incompetence or misconduct. Until all sides of these questions have been aired, only the accusers can be active.

Third: The membership is entitled to be reminded that until last March the Association was forging ahead. The years of the

existence of the AASW have seen great advances in social work and in the part which the profession takes in its development. It would be as mistaken to ignore the influence of the collective effort of AASW members in chapters, and as a national force, as to assume that that effort was responsible for all the accomplishments. The AASW has represented to social workers a legitimate investment in an opportunity to have more of a part in influencing the developments in social work than they could have as individuals, or than their chapters could have as separate local or state groups. It is a sign of the Association's vigor and strength that it can point to some accomplishments—chapter and national—in the last eight months.

Fourth: The membership is also entitled to be reminded that any organization such as the AASW which embodies a standard is in constant need of its full strength to resist the unremitting pressures from both within and without for concessions on those standards. Another point to remember is that each advance may estrange some social work interests and some persons. Still another is that there are interests in social work which could make use of the Association's strength for their own purposes if it did not have the vigor to resist such efforts and to keep hard at work at its own function; no one is really entitled to control the Association but its own members for their professional purposes. These are reasons why the Association should be strong, and why it needs to reduce as soon as possible the drains on its immediate resources which the present situation has made during the past eight months, and to be freed from the creeping paralysis of doubt in the membership itself. It would serve the purposes of those who are against standards, or who wished to use the Association for purposes other than its own, or who were opposed to the consequences of further professional development, to have the Association's past accomplishments denied, its present and future possibilities depreciated.

Several questions need immediate answer to make way for the Association to go ahead again. First: Is the executive secretary preventing in any way the proper exercise of the Board's authority in the government of the Association? Second: Is the executive secretary in any way preventing the consideration and action on any Association problems by the membership through the orderly and constitutional means by which the majority decisions are made? Third: Have the criticisms which the Executive Committee invited from chapters shown that a normal method of making complaints, getting corrections of errors and attention to grievances has been lacking or neglected?

Emphatic answers from the Executive Committee study are needed because if any of these essential controls are lacking the Board would have to provide immediate remedies. If the study can give the necessary assurances, however, the Association can go ahead—freed from its present handicaps and dangers. It can correct errors as they are discovered. It can proceed to develop its program as the majority determines. It can depend on its orderly and constitutional processes to do what it wants to do.

Winston Churchill told Parliament recently, according to the Associated Press:

> "There was a custom in ancient China that anyone who wished to criticize the government could memorialize the Emperor, and, providing he followed it up by committing suicide, very great respect was paid to his word and no ulterior motive was assigned."

Fortunately, suicide is no longer an indispensable proof of good faith. The Association can make use of sincere criticisms and complaints. But it should remember too that those who make charges against the Association have obligation to prove by the method employed that their charges are not disguises under which they want to achieve control or something else which the membership would deny if they used the orderly means for obtaining notice and approval. Protection against indirection and inappropriate purpose is one of the main considerations in the AASW work on employment practices, and the Association should be quick to insist on that protection for the things it stands for.

The Outlook for the AASW

(Continued from page 9)

tunity created by world and national conditions challenges the central organization and every chapter to rise above the "functional illness" we are experiencing. The AASW has a professional and lasting community obligation to continue effective activity, and to anticipate the eventual task—reconstruction and preservation of today's gains. My confidence in the future of the social workers' professional organization is predicated on the past. My hope lies in the unprecedented opportunity that is at hand. Meet the challenge that a new profession has never before had.

Census of Social Workers in Rhode Island: 1941

By Dorothy W. Myers

In February, 1940, THE COMPASS *published an article on social workers and the 1940 Census, giving the list of position titles to be included in the Census category, "Social and welfare workers." Tabulations for this occupational group have not yet been published, but meanwhile one chapter, following the precedent established by New York and Boston in connection with the 1930 Census, has made its own census of social work positions to be used for comparative purposes. The report of the Rhode Island chapter committee may serve as an incentive to similar projects in other chapters. The Rhode Island Census was made quickly and with slight expense. The methods are available to other chapters.*

A committee of the Rhode Island chapter of the American Association of Social Workers has just completed a census of social workers in its state. The results were announced at the chapter meeting on November 18 and are presented in the following tables.

A total of 843 persons professionally employed in social work positions was enumerated, of whom 531, or 63 per cent, were women, and 312, or 37 per cent, were men. Women were more numerous than men in both private and public agencies. In private agencies they constituted 71.6 per cent; in public agencies, 57.4 per cent.

As shown in Table 1, 512 workers were in public agencies, or 60.7 per cent of the total, and 331, or 39.3 per cent, were in private agencies. Some of the workers listed as under state auspices are paid jointly by local and state treasuries, but are under state supervision.

TABLE I

SOCIAL WORKERS IN RHODE ISLAND, BY SEX AND AUSPICES OF AGENCY

	Men		Women		Total	
Auspices	Number	Per Cent	Number	Per Cent	Number	Per Cent
Public agencies						
Federal	20	6.5	11	2.1	31	3.7
State	90	28.8	247	46.5	337	40.0
Local	108	34.6	36	6.8	144	17.0
Total public agencies	218	69.9	294	55.4	512	60.7
Private agencies	94	30.1	237	44.6	331	39.3
Total	312	100.0	531	100.0	843	100.0

TABLE II

SOCIAL WORKERS IN RHODE ISLAND, BY AUSPICES AND FIELD OF EMPLOYING AGENCY

	Public		Private		Total	
Field of Agency	Number	Per Cent	Number	Per Cent	Number	Per Cent
Family casework and relief	307	60.0	61	18.4	368	43.7
Medical social work	6	1.2	26	7.9	32	3.8
Children's agencies	69	13.5	31	9.4	100	11.9
Institutions for children	62	12.1	55	16.6	117	13.9
Day nurseries	....	....	26	7.9	26	3.1
Institutions for adults	27	5.3	10	3.0	37	4.4
Education and recreation	37	7.2	104	31.4	141	16.6
Service for handicapped	4	.7	4	1.2	8	.9
Health promotion	....	....	4	1.2	4	.5
Chests and councils	....	....	10	3.0	10	1.2
Total	512	100.0	331	100.0	843	100.0

From Table II it is seen that six out of ten of the workers in public agencies are in the field of family service and relief, while less than two in ten of the workers in private agencies are in this category. About one-fourth of the workers in public agencies are working with children in institutions or outside, whereas about a third of the workers in private agencies are in children's work, including day nurseries. Nearly a third of

the private agency workers are in group work agencies (education and recreation).

Included in the 331 workers in private agencies are 69 members of religious orders, engaged in social work positions in Catholic institutions and agencies.

The census was made at the suggestion and with the assistance of the Department of Statistics of the Russell Sage Foundation, whose director, Ralph G. Hurlin, is chairman of the Association's Committee on the 1940 Census. Its primary purpose was to produce information with which to check the 1940 census count of social workers. The difficulties of obtaining an accurate count of social workers in connection with the decennial population census are well appreciated. Yet the occupation data of the population census represent the only attempt to count social workers throughout the country. It is, therefore, desirable to have such a detailed state-wide enumeration for comparison with the census figures.

The method by which this census was taken was quite different from that of the Bureau of the Census, which counts persons at their residence. This census started with a list of all social and welfare agencies, and consisted of enumerating their positions which fall within the Census Bureau's list of titles of social and welfare workers. It would not be surprising if this census resulted in counting a larger number of social workers than that of the Census Bureau, since this one really hunted out social workers. It may include a number who in the Census of Occupations, because of the description of the position given to the Census enumerator, would be counted somewhere else. For instance, an Americanization worker may have been reported as a teacher. The American Association of Social Workers made an effort to inform social workers generally concerning the way in which the occupational information in the population census should be reported, but it is quite possible that many social workers did not receive or did not use this information.

The 1930 Census recorded 247 "Social and welfare workers" in Rhode Island. In addition, it listed 32 probation and attendance officers and 92 keepers of charitable and penal institutions, who would be included as social and welfare workers in 1940. Two other classifications in 1930 probably included some persons who would be counted as social and welfare workers in 1940—teachers of athletics, dancing, etc. (129), and religious workers (208).

An estimate for 1930 for comparison with 1940 might, therefore, be derived from the census figures as classified in Table III.

TABLE III

Social and welfare workers	247
Probation and truant officers	32
Keepers of charitable and penal institutions	92
Religious workers engaged in social work	75
Teachers of athletics, dancing, etc., in group work agencies	25
Total	471

It is not possible to go back and learn what positions were actually included in the 1930 count of 247 social workers, but it is possible to start with the 843 positions counted by the chapter in 1941 and estimate how many of them existed in 1930. This the committee has done with the result shown in Table IV.

TABLE IV

Auspices	1930	1941
Public agencies		
Federal	1	31
State	114	337
Local	122	144
Total public agencies	237	512
Private agencies	263	331
Total	500	843

This estimate and the revised census figure are close enough so that the Committee feels safe in placing the increase in social and welfare positions in Rhode Island in 1941 over 1930 as somewhere between 70 and 80 per cent. When the 1940 Census of Occupations is released the Committee will study it carefully in the light of its own findings.

The Committee responsible for the inquiry consisted of Dorothy W. Myers, Chairman; Elizabeth Smith, Lucy M. Crowley, Irene Taylor, and Julia Rager, ex-officio.

THERE are now ten of the Association's chapters that employ some staff. All of these chapters have dues higher than the regular amount, the Washington, D. C., and Detroit chapters being the most recent to raise their dues. Information in the national office reveals that a number of other chapters are considering ways and means of employing staff, setting up offices or central files for material, arranging for regular paid or volunteer stenographic service, having addressograph stencils of the membership made and kept up to date, etc. The names of staff members in chapters and their addresses are:

Chicago: Executive secretary—Mrs. Mary Wirth Chapter office—Room 1314, 188 W. Randolph St.

Cleveland: Acting executive secretary—Mrs. A. G. Ross
Chapter office—1620 Prospect Ave.
Detroit: Office secretary—Mrs. Jeanne Bass
Chapter office—40 East Ferry St.
Los Angeles: Office secretary—Miss Dorothy Rand
Chapter office—Room 335, 206 South Spring St.
New York City: Executive secretary—Mrs. Martha Perry
Chapter office—289 Fourth Ave.
Philadelphia: Office secretary—Mrs. Ida Baumstein
Chapter office—Room 101, 311 South Juniper St.
Pittsburgh: Office secretary—Mrs. Gertrude Markle
Chapter office—Room 501, 519 Smithfield St.
San Francisco: Office secretary—Mrs. Reye Tomas
Chapter office—Room 409, 45 Second St.
Twin City: Executive secretary—Miss Alice Brandebury, 3044 Humboldt Ave., South, Minneapolis
Washington, D. C.: Executive secretary—Mrs. Frances Simsarian, 6444 31st St., N.W.

FROM 1939 to 1941 the Maryland chapter undertook some intensive work on civil service examinations through a subcommittee of the chapter's committee on Personnel Standards. The scope of the committee's work was limited to examinations for public assistance positions in the Baltimore Department of Public Welfare, given by the Baltimore City Service Commission. The following specific activities were included: preparation of all written examinations; preparation of rating sheets for training and experience; rating of training and experience; preparation of rating sheets for use in connection with oral examinations; preparation of panels of oral examiners from which the City Service Commission may choose examiners.

In 1940 the committee held a conference with the Council of Social Agencies and the City Service Commission to clarify the responsibilities of the different organizations. One of the results of this conference was a clear indication of the need for a social work examiner on the staff of the City Service Commission in addition to other assistance from professional social workers in the community. The Commission itself has recognized this need and has been attempting, so far without success, to secure a budget increase which would allow for additional staff. Last spring, the chapter further considered this two-year experience and voted to withdraw from further activity on examinations at this point in favor of emphasis on other aspects of its concern with personnel administration, such as job specifications, and particularly on continued effort directed toward employment by the Commission of an expert to work on social work examinations.

A Clearing House for Group Workers

Reorganization of the Joint Vocational Service a year ago last June resulted in the emergence of the Social Work Vocational Bureau and left group workers without any central agency through which they could learn of employers needing their services. The New York State Employment Service immediately stepped into the breach on an experimental basis. In the year which has ensued, this experimental activity has grown to be a permanent and important phase of the work of the Professional Office of the NYSES in New York City.

Eager to help group workers with a substitute service, the Social Work Vocational Bureau has referred all inquiries to the NYSES. The National Federation of Settlements has been equally cooperative, and graduate schools have spread the word among their students and alumni. Similarly these agencies have relayed their requests for group workers, and with the passing months the register of available workers has increased, keeping pace with the growing demand from employers.

The NYSES has not found it feasible to undertake the kind of cumulative record of

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A Clearing House for Group Workers

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individual employment experience which the JVS maintained, but a satisfactory substitute procedure has been devised. The NYSES functions as a clearing house, concerned only with establishment of contact between job seekers and prospective employers.

Applicants are encouraged to supply photographs and detailed outlines of their experience, and these are relayed to employers who carry on negotiations directly with applicants from that point on. The matter of references also rests between the employer and the applicant, once the contact has been established, as there is no effort by the NYSES to follow up references.

The handling of applications of candidates who live at some distance from New York, and are unable to appear for personal interview, presented problems. To meet them, a policy has been instituted to permit acceptance of applications from non-residents, provided they have completed graduate training in social group work. Distance of residence has been no barrier to successful placement when this standard has been met, as witness the recent placement of a group worker from Fairbanks, Alaska, in a position in Amarillo, Texas.

The discrepancy between the types of group workers registered and the type of openings listed has slowed the placement process to some extent. About eight or ten current openings for trained group workers are usually on hand, reported by employers in widely scattered locations. The most usual type of opening is for a recent school of social work graduate with a few years' experience to work with girls' or boys' groups, or as program director in a settlement. A few positions have developed which involve greater responsibility.

Recently a head worker was placed in a New York City settlement house. But the positions of responsibility are not numerous enough to provide for the many highly qualified men and women who are seeking new connections. There is now available, for example, a very well known woman with wide connections in councils of social agencies, who has written extensively on the community aspects of group work, and who is available at a minimum of $300 a month. Another applicant is a man of wide experience who wishes a position as director of community activities or other recreational activities at no less than $4000. It is hoped that as the placement facilities of the NYSES in this field become more generally known, a more comprehensive placement program, covering all ranges of responsibility will be possible.

MARJORIE CHOATE,
Professional Office,
New York State Employment Service.

Trends in Placement

(Continued from page 5)

East 22nd Street, New York. In addition to placement service members are also using it extensively as a central file for keeping their professional histories and references up to date and available for agencies upon request. As in the former Joint Vocational Service both agencies and individuals find this a great time saver and a means of eliminating duplication. The response of 1300 individual members in all parts of the country and 260 agency members indicates the acceptability of the annual membership plan without placement fees. It is of historical interest that the original National Social Workers Exchange, organized in 1919 to provide a national placement service for social workers and from which the AASW developed, was set up on a similar membership plan for social workers and "institutions." The Bureau receives additional financial support from national agencies, foundations and individuals concerned with the problem of adequate and qualified personnel for social work.

Social Work in a School System

A report on Social Work in the New York City Public School System has been released by the New York City Chapter and distributed to over 200 public officials, social, civic and educational organizations and individuals. News releases were sent to the press and given considerable publicity in two of the newspapers. The report, the work of a Committee on Social Work in School Systems, describes the size of the problem, the present distribution of available social services, and the origin of special services in the system. It includes a functional analysis of the special services and data on standards of present practice and makes recommendations as to changes and modifications in organization and personnel for social work in the schools. Copies are available at 15 cents each from the chapter office, 289 Fourth Ave., New York City.